



Education and Training

Education and training programs offered by DOE include Federal and laboratory initiatives that advance the status of women by offering them opportunities to enhance leadership skills and gain exposure to science- and mathematics-based professions. Federal programs provide management training and greater access to management positions. Laboratory initiatives are designed to stimulate interest in science careers through hands-on experience.

Federal Initiatives

Since 1985, DOE has continued to offer management support to provide advancement for its total workforce (particularly women) through education, training, and career development programs. The following programs illustrate the innovative and creative approaches DOE Headquarters, field offices, and DOE management and operating contractors employ. Many new initiatives and outreach programs also have been developed to increase high school and college science, mathematics, and engineering programs. All efforts have direct benefits for current and future Department employees—women and men.

The *DOE Headquarters Professional Skills Training Program* was initiated in fiscal year 1985 to improve employee skills in program management, project management, and procurement and assistance functions. Since the program's implementation, the number of women participants has grown significantly. This increased participation by women has helped women compete for positions as program or

project managers, contracting officials, supervisors, and managers. The program also has evolved into a more rigorous and extensive skills training program in such functional areas as the environment, safety and health, quality assurance and improvement, value engineering, and financial management. Women and men participating in the Professional Skills Training Program enhance their skills, become more productive employees, and increase their awareness of the overall DOE mission.

The *Women's Executive Leadership Program*, sponsored by the U.S. Office of Personnel Management, is a year-long program of supervisory and management training in the General Schedule-11 and 12 pay grades. (Originally, this program was designed only for women, but now it includes men.) A panel of managers screens nominees and selects participants. In fiscal year 1993, DOE had 40 applicants; 14 were nominated to become participants in the 1993 Women's Executive Leadership Program.

One program that encourages the increase of women in management positions is the *Leadership Enhancement Program* at the Southwestern Power Administration. The program offers 13 weeks of management development and leadership training.

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In 1993, the percentage of women candidates selected for the Senior Executive Service Candidate Development Program more than doubled that from previous years.

The Department has encouraged women and minorities to apply for its *Senior Executive Service Candidate Development Program* as a means of expanding the diversity of the service. Table 2 shows the combined demographics from the 1987 and 1989 programs, and Table 3 provides updated statistics on the 1993 program.

The number of women applying for the *Candidate Development Program* increased from 7 percent in previous years to 23 percent in fiscal year 1993; the number of women candidates selected increased from 14 percent to 33 percent for those same periods. The increase in applicants in fiscal year 1993 was due, in part, to the extension of the program to include applications from grade 14—thereby doubling the pool of

females eligible to apply. The significant increase in 1993 in the number of women selected into the program is encouraging. However, the figures in Table 3 indicate that a breakthrough is needed in many places throughout the Department—not just in the Senior Executive Service Candidate Development Program, which accounts for only approximately 20 percent of the total accessions into the Senior Executive Service at the Department.

Table 2
U.S. Department of Energy
Senior Executive Service Candidate Development Programs
Combined FY 1987 and FY 1989

	Total DOE Applicants	Best Qualified List	Selectees
Black Women	0	0	0
Hispanic Women	0	0	0
Asian Women	1 (0.4%)	1 (1.0%)	1 (2.3%)
Native American Women	0	0	0
White Women	18 (6.8%)	10 (10.9%)	5 (11.4%)
Total Women	19 (7.2%)	11 (11.9%)	6 (13.7%)
Men	244 (92.8%)	81 (88.1%)	38 (86.3%)
Total	263	92	44

% = Percentage of total male and female applicants.



Table 3
U.S. Department of Energy
Senior Executive Service Candidate Development Program
FY 1993

	Total DOE Applicants		Best Qualified List		Selectees	
Black Women	16	(2.60%)	1	(0.60%)	1	(2.30%)
Hispanic Women	2	(0.30%)	0		0	
Asian Women	5	(0.80%)	1	(0.60%)	1	(2.30%)
Native American Women	1	(0.16%)	1	(0.60%)	0	
White Women	117	(18.90%)	38	(24.00%)	12	(27.90%)
Total Women	141	(22.76%)	41	(25.80%)	14	(32.50%)
Men	477	(77.18%)	117	(74.10%)	29	(67.40%)
Total	618		158		43	

% = Percentage of total male and female applicants.

The significant increase in 1993 in the number of women selected into the Senior Executive Service Candidate Development Program is encouraging. However, the figures indicate that a breakthrough is needed in many places throughout the Department—not just in one program.